



**CALIFORNIA DEPARTMENT OF INSURANCE
2015 INSURER SUPPLIER DIVERSITY SURVEY**

Report Type: **Group**

Group / NAIC Code:

111

Group / Company Name: **Liberty Mutual Insurance**

Our company / group enters into contracts to procure goods or services in California.

1. Does your company / group have a supplier diversity policy statement?

YES

A supplier diversity policy statement is any language that refers to the company's / group's policies in regards to supplier diversity, with the goal of procuring goods and services from diverse businesses

If yes, provide the supplier diversity policy statement below:

As a growing international company, Liberty Mutual Insurance serves customers from different cultures and backgrounds. To succeed in this global environment, our workforce, vendors and business partners must reflect the communities in which we live and work.

- Provide a list of all documents in which the statement can be found (i.e. website, co. / group report, board charter, etc.):

Supplier Diversity Page:

<<<http://www.libertymutualgroup.com/omapps/ContentServer?pagename=LMDGroup/Views/LMG&ft=4&fid=1138356729227&ln=en>>>

- If the state is available online, provide link here:

If no, but will be creating one within the next 12 months, provide a timeline for when your co. / group expects the policy statement to be completed and any other details available at this time (i.e. policy language, policy creation team, etc.):

If no, please explain why:

2. Does your company / group have a supplier diversity program?

YES

A supplier diversity program is any formal plan and / or structure that has been setup specifically for the company / group to implement its supplier diversity policy statements.

If yes, provide an overview of the program:

Liberty Mutual Insurance (LMI) actively supports minority-owned business enterprises with the objective to identify qualified minority-owned businesses, provide opportunities to compete for our corporate purchases and promote the development and growth of minority enterprises. Liberty Mutual has an online form that is available on our Supplier Diversity website where MBE's can indicate interest in working with Liberty Mutual. When the form is submitted it is sent to the Supplier Diversity program office. The form is then housed in the repository and sent to the appropriate

sourcing manager or Liberty Mutual stakeholder who manages the products or services that the MBE company has expressed an interest in working with Liberty Mutual.

If no, but will be creating one within the next 12 months, provide a timeline for when your company / group expects the program to begin and any other details available at this time (i.e. program plan, program director, etc.):

If no, please explain why:

3. Does your company / group conduct outreach specifically to diverse businesses? **NO**

If yes, respond to parts a, b, c, d, and e below.

a. Share all company / group outreach and communication strategies and practices that are conducted specifically to diverse businesses. Specify what outreach is conducted specifically to California diverse businesses:

b. Share any outreach and communication strategies and practices about supplier diversity conducted internally to company / group employees:

c. Check below all outreach and communication practices in which your company / group engages:

EVENT – seminars, meet-and-greets, summits, etc.

- Host matchmaking
- Host supplier diversity events
- Internal Awards Program
- Participate in matchmaking
- Participate in supplier diversity events
- Sponsor matchmaking
- Sponsor supplier diversity events

Share the name of an event you attended / hosted that has best guided and / or influenced growth of your Supplier Diversity efforts:

MEDIA – advertising, announcements, interviews, webinars, etc.

- Traditional media (newspaper, television commercial, etc.)
- Ethnic media outlets
- Social media; please specify:
- Trade publications

Share the name of a media group or outlet that has best guided and / or influenced growth of your Supplier Diversity efforts:

ORGANIZATIONS – membership, affiliation, sponsorship, etc.

- Member of a certification agency
- Member of ethnic chamber of commerce
- Member/affiliate of other organization, please specify:

[Redacted]

Share the name of an organization that has best guided and / or influenced growth of your Supplier Diversity efforts:

[Redacted]

PROGRAMS – mentorship, training, locator, etc.

- Diverse supplier registration portal
- Manage and run a supplier diversity mentorship program (in-house)
- Participate in a supplier diversity mentorship program
- Subscriber to a supplier locator program (or 3rd party service that identifies diverse suppliers)
- Operate a website dedicated to a Supplier Diversity Program

<http://www.libertymutualgroup.com/omapps/ContentServer?pagename=LMGroup/Views/LMG&ft=4&fid=1138356729227>

- Technical assistance / training program for diverse suppliers

Share the name of a program that has best guided and / or influenced growth of your Supplier Diversity efforts:

[Redacted]

d. Explain how, and to what extent, these strategies and practices have been successful in establishing relationships with diverse businesses:

As a member of the NMSDC and the GNEMSDC Liberty actively participates in the annual business opportunity fairs for both organizations. These opportunity fairs allows minority-owned businesses the chance to visit the LMI booth and discuss upcoming sourc

4. Does your co. / group require and/or encourage its primary suppliers to subcontract with diverse businesses? **YES**

If yes:

a. Do you track procurement spend with Tier 2 diverse suppliers? **YES**

b. Please explain:

We have established a program where subcontract spend is asked during our sourcing process and we also ask our top 40 suppliers to provide quarterly metric's on Tier 2 spend.

5. Does your co. / group set internal targets or goals in regards to its supplier diversity statement and / or program? **YES**

If yes, please explain:

We have quarterly meetings to review continuous improvements to our supplier diversity infrastructure that relates to Metric's and Reporting, Supplier Registration and various Process Improvement opportunities related to supplier diversity.

6. Describe in detail any updates, progress, and / or best practices established by your company / group in the two years since the 2013 Insurer Supplier Diversity Survey was administered; include any awards or recognition received for Supplier Diversity work:

As a member of the NMSDC and the GNEMSDC Liberty actively participates in the annual business opportunity fairs for both organizations. These opportunity fairs allows minority-owned businesses the chance to visit the LMI booth and discuss upcoming sourcing projects, build relationships and network with other companies.

7. Additional Comments:

[Redacted]

8. Points of contact for the company's / group's supplier diversity operations for diverse business enterprises:

PRIMARY CONTACT

Contact Name: **Peter Pantazopoulos**
 Title: **Manager Practices & Process**
 Phone Number: **617-574-5892**
 Email Address: **Peter.Pantazopoulos@LibertyMutual.com**
 Mailing Address **175 Berkeley Street, Boston, MA 02116**

SECONDARY CONTACT

Contact Name: **Christine Ashford**
 Title: **Director of Contracts and Sourcing, Procurement**
 Phone Number: **857-224-8068**
 Email Address: **Christine.Ashford@libertymutual.com**
 Mailing Address **175 Berkeley Street, Boston, MA 02116**

GENERAL CONTACT

Contact Name: **Corporate Procurement Department**
 Title: **Supplier Diversity Program**
 Phone Number: **+1 (857) 224-8678**
 Email Address: **supplierdiversity@LibertyMutual.com**
 Mailing Address **175 Berkeley Street, Boston, MA 02116**

LIST OF COMPANIES INCLUDED IN THIS REPORT

Company Name	Company NAIC Number
Golden Eagle Ins Corp	10836
Liberty Ins Corp	42404
Liberty Life Assur Co of Boston	65315
Liberty Mut Fire Ins Co	23035
Liberty Mut Ins Co	23043
Peerless Ins Co	24198
Safeco Ins Co of Amer	24740
Wausau Underwriters Ins Co	26042
Liberty Insurance Underwriters Inc	19917

